



**Meeting Time and Place:** Tuesday, June 29<sup>th</sup>, 2010, 8:30 a.m. at the Cove Deli.

**In Attendance:** Gib Turner with Lake County Community Development Center; Heather Knutson with Country Pasta; Marilyn Becker with Office of Public Assistance; Debbie Krantz, Todd Erickson, & Whitney Goss of Lake County Job Service; and Jessie Miller of First Citizens Bank.

**Introductions:** Gib Turner is new to JSEC and introduced himself to the committee. Gib is here from Lake County Community Development Center, serving as the new Business Development Director and has worked in industrial and business development for over 10 years. He recently moved from Michigan and is involved in outdoor activities such as mountain biking and hiking. Gib is excited to be part of LCCDC and JSEC. Present JSEC members introduced themselves to him as well.

**Treasurer's Report:** Jessie. We currently have \$6,500.55 in our account. Jessie is still waiting on a bill from Wendy Samson, which will give us a better idea of our income and expenses from the workshop done in May. Based on our estimates, we will likely break even or be close to it. Thank you notes have been sent out to businesses who made donations for the May workshop and Wendy. They have also been sent out to businesses who made prize donations for the JSEC raffle baskets sold at the Innovation in Business Conference in Billings.

**Old Business:** Minutes were reviewed and approved by Jessie, seconded by Heather. No changes made.

#### **New Business:**

##### **Workshops**

**"Give 'Em the Pickle Training":** Free customer service training was offered at separate seminars in Ronan and Polson. Wayne Fuchs from St. Luke Healthcare facilitated the training and "Give 'Em the Pickle" video was shown. Ronan session was cancelled, due to lack of registrations. 15 businesses were approached in Ronan. 20 participants attended Polson session (housed at the library). 18 of those were from the Cove Deli and 2 were from the Valley Journal. Only costs were \$14 for refreshments and \$25 deposit for the conference room, which the library will return. The JSEC committee agreed this was a small investment for a big return. Marilyn suggested approaching MVP as well. The committee brainstormed about marketing training to specific businesses, such as Harvest Foods, Pablo IGA, and Super One. Debbie suggested that JSEC work to develop relationships with local businesses, as training might be better received if we have a relationship established. Heather asked again about the Job Service developing a resource list, so that businesses are aware what kind of

training is available. Todd and Whitney will work on having that put together by the first meeting this fall.

**Business Services Training:** Todd, Whitney, and Cathy from the Job Service offices were sent to Helena last week for Business Services Training. Take home message was for Job Services to refocus on Business Services and keep providing them. Todd reviewed what was discussed about Unemployment Insurance, resources for employee handbook development, wage and hour laws, drug testing, human rights issues, hiring incentives for veterans, and reasonable accommodations for individuals with disabilities. If you would like to find out more information about any of these topics, please contact Todd or Whitney. This was an effective refresher course for seasoned employees and valuable training for new employees. Todd also provided handouts from the Montana Safety and Health Bureau (<http://erd.dli.mt.gov/safetyhealth/sbhome.asp>). They are currently offering free consultations and assistance with developing safety plans. This is an opportunity for businesses to be more proactive and work to decrease not only MT's rate of job-related injuries and fatalities, but also to decrease our Work Comp rates. Debbie mentioned WorkSafe Montana as a resource for similar services (<http://www.worksafemt.com/>). Heather also mentioned free training opportunities through Flathead Valley Community College. She will find the link and distribute it.

**Partnership with Showboat Cinemas:** Becky Dupuis contacted Todd to see if JSEC would be interested in partnering to bring Wendy Samson back this fall. Training would touch on Personal Accountability (which she discussed in May), as well as Employee/Customer Satisfaction & Retention, and Managing Generation Y. The theatre is hoping to market mostly to service managers. Debbie explained that the ABC clinic might be geared towards a different group, so it may not conflict with this proposed training. The committee supports the proposal, since so many attendants were pleased with Wendy's presentation. LCCDC also looking for programs to co-sponsor and has some management dollars that could be available. Gib feels that training on managing generation Y would be valuable for our area. Marilyn also feels it would be to our benefit to have LCCDC listed as a sponsor, and that it might bring in more businesses. Todd will follow up with Showboat to let them know that, if they decide to pursue this option, we are on board as well.

### **Future Topics**

**Items of Interest:** Scholarship → How to generate more interest. Should we offer two scholarships or increase the amount? Tuition costs have increased over the past few years and some students may not feel that a \$500 scholarship is worth their time and effort. Debbie suggested that we work harder next year to market to all of the schools, as most of the applicants came from one school this year. Heather suggested a two year scholarship instead of one to increase freshman retention. She also felt a business scholarship for the Innovation in Business Training Conference might be something worth looking into. However, a decision has yet to be made as to whether the conference will be held annually or bi-annually in the future. The committee will look to make these decisions in the fall.

**Health Care Reform:** Todd mentioned that a few employers have asked about health care reform and are wondering what their role is. Todd asked whether that might be training JSEC could provide. Gib mentioned that there currently a few lawsuits that have yet to be decided on, so it may be too early for training. Heather suggested

putting together some Health Care Reform “Cliff Notes” so that businesses know what changes are taking place in the near future and what they need to do to be prepared. This may be appropriate for a luncheon training. Will review in the fall as well.

#### **Happenings for Next Fall**

**Clinics:** ABC Clinic is scheduled for October 5<sup>th</sup> here in Polson.

**Possible Speakers/Presenters:** Todd suggested we keep our minds open and suggest any ideas. Partnering may allow us to bring in speakers that we wouldn’t normally be able to afford. Heather asked about bringing in Bob Marsenich, whom we had discussed utilizing in the past, and Marilyn asked about Steve Beck. Earlier this year, we had looked at partnering with Kwataqnuk to bring Steve in, but they ended up cancelling. Todd suggested looking at local speakers to keep costs down. We also discussed promoting customer service seminars to those businesses that may feel the effects of the incoming Wal-mart Supercenter, recognizing that the emphasis of the personal service aspect may help differentiate their businesses.

**Manager’s Report:** Debbie. The state is currently wrapping up for their end of fiscal year. Debbie mentioned that Montana has received \$1.8 million in Timber Grant funds to provide retraining for those in the timber industry (Plum Creek and Smurfit Stone) who have been laid off. This is important, as it frees up the general fund for other dislocated workers. Montana has also been awarded \$889,000 in National Emergency On-the-Job Training grant funds. Businesses usually have to split wages 50/50 with the state in OJT programs, but with this grant the split will be 90/10, which will save businesses a lot of money. This grant will be available to the general public and laid off workers receiving UI will be eligible. This is a great opportunity for local businesses that otherwise would not be able to afford new employees. The employer hires the participant, and they are asked to retain them at end of training. The length of training will be determined by the “training zone” they fall into. Longer training=longer OJT. In other news, Linda Posivio will be retiring tomorrow after 15 years of service to the Job Service. Her position will be replaced with a temporary position, and Debbie is hoping for one more temp position to fill the front desk.

#### **Other News**

**Cherry Harvest:** Last week of July is the expected date for cherry harvest. Local Cherry Festival will take place in Polson on July 17<sup>th</sup>, and 18<sup>th</sup>. Polson Business Committee received a grant for advertising and partnering with agricultural businesses to bring in the festival.

**Basic Websites for Businesses:** Gib is working on training for local businesses regarding basic website information and how to develop a website. He is hoping this will take place within the next month to two months. He will keep in touch with the Job Service so JSEC is aware of dates and partnerships.

**Next Meeting:** Tuesday, September 28<sup>th</sup>, 2010. 8:30 a.m. at the Cove Deli. May need to reschedule, depending on when Wendy will be coming back in. Check your emails for updates! Have a great summer!! ☺